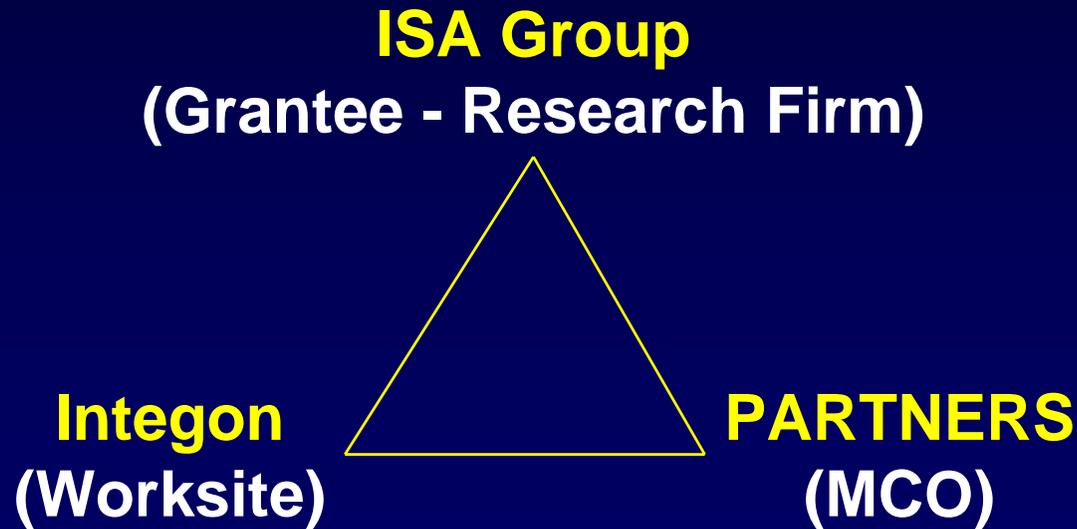


WORKPLACE MANAGED CARE SUBSTANCE ABUSE PREVENTION AND EARLY INTERVENTION

~ Funded by the CSAP, WMC Initiative ~

A Collaboration of Three Organizations



Outline

- Roles
- Purpose and Design of Collaborative Project
- Outcome Measures
- Summary of Interventions
- Current Status of Project
- Reasons For Collaborating
- Issues in Collaborating

ROLES OF COLLABORATING ORGANIZATIONS

ISA GROUP:

Design/Conduct Research
Design/Conduct Interviews

PARTNERS (MCO):

Provide Health Care Claims Data

INTEGON (WORKSITE):

Involved in Design/Conduct of Interventions
Provide HR and EAP Data

ISA/PARTNERS/INTEGON COLLABORATIVE PROJECT

MAIN PURPOSE:

To Test the Impact of Substance Abuse Prevention and Early Interventions on Worker Substance Abuse and Health Care Claims

DESIGN (Quasi-experimental):

- One Integon Location (n=1,200) serves as the Experimental Site; another location (n=360) serves as Comparison Site.
- Experimental site receives both Health Promotion and Substance Abuse Prevention materials and messages (including “enhanced” EAP activities).
- Comparison site receives Health Promotion messages and materials only.

OUTCOME MEASURES

Survey of all Employees:

Annual Administration of Health Behavior Questionnaire -
Health and Substance Abuse Attitudes and Practices

Records Based Data:

Health Care Claims Data from PARTNERS

ICD-9-CM diagnoses, CPT code, billed amount, liable amount,
location of services and length of stay for in-patient visits

Human Resources Data

work location, hire date, job title, exemption status, time-off,
promotions, performance rating, disciplinary action, injuries

EAP Data

date of first appointment, relation to employee, referral source,
reason for visit, identified problems, outcome

SUMMARY OF INTERVENTIONS

Promotional Activities

- Health Fair
- Company newsletter
- Intranet Announcements
- Videos playing in Cafeteria

Mailed Materials

- Health Brochures
- Videos
- Focus on Reaching Family

Video-Centered Classes/Seminars

- Supervisor Training
- Parenting
- Stress Management I and II
- Healthy Eating

CURRENT STATUS OF PROJECT

- **Collected and Analyzed Retrospective Health Care Claims Data from PARTNERS (1996-1998)**
- **Conducted Baseline and Follow-up Surveys of Employees**
- **Conducted One Year of Interventions**

REASONS FOR PARTNERS COLLABORATION WITH ISA ON RESEARCH

- **Integon (client organization) specifically requested that PARTNERS participate in the research and provide data**
- **PARTNERS interested in transferring prevention approaches to other client organizations**
- **PARTNERS interested in learning how to construct and analyze data bases**
- **PARTNERS interested in effects of interventions on utilization and costs**

ISSUES IN THE ISA/PARTNERS COLLABORATION

- **Confidentiality of claims data**
 1. Concern for confidentiality/privacy of information on covered lives
 2. Concern for release of detailed billing information
- **Research project of higher priority for ISA than for PARTNERS**
- **SA/MH Claims and Costs are relatively low compared to other types of claims**
- **ISA and PARTNERS very interested in planning future collaborations, contingent on securing outside funding**